

AVP(NSW) FACILITATOR PAYMENT NOTES

AVP(NSW) does not employ staff and so is not involved with HR hassles of superannuation, tax deductions, workers compensation etc

In AVP(NSW) we have divided the facilitation for nonviolence experiential learning into three groups

1 AVP workshops

- Follow the AVP guidelines
- **Facilitators are not paid**
- Facilitators are fully trained by AVP
- Facilitators and participants are all volunteers
- Facilitators and participants are covered by AVP(NSW) public liability insurance
- AVP(NSW) Registrar has information about all AVP workshops in NSW prior to the workshop
- There is a focus on quality workshops
- Either full workshops or mini promotion workshops
- All prison workshops are full AVP workshops and are usually held during the week. The prison program is limited by the number of facilitators who are available during the week. Currently there are, I think, monthly workshops in 5 prisons plus a monthly program for newly released parolees
- Most community workshops are weekend workshops

2 HIP workshops

- Follow the AVP and HIP guidelines
- **Facilitators are usually paid**
- Facilitators are employed and paid by the school. (I think that the teacher qualified facilitators are paid as casual teachers and non teacher qualified facilitators are paid as casual support staff)
- AVP(NSW) is not involved in the employment or insurance of the HIP facilitators
- Workshops are facilitated by a team of HIP facilitators
- All facilitators are either trained by AVP or by the HIP Group
- HIP Group co-ordinators are trained by both AVP and by HIP
- All facilitators and participants are volunteers (at the end of Session 1 in a HIP workshop a special consultation activity enables the participants to volunteer to stay in the workshop or leave)
- These are full workshops usually two or three days or occasionally two hours every week for a term
- There is a focus on quality workshops
- Quality of the workshops is monitored by the AVP(NSW) HIP Group co-ordinators
- Proposal under discussion - AVP(NSW) Registrar to have information about all HIP workshops in NSW prior to the workshop
- Most HIP workshops are run during the week

3 Transforming Conflict workshops

- All other workshops are considered Transforming Conflict workshops and AVP does not ensure the quality transformational learning outcomes for these workshops

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- Do not need to follow the AVP and HIP guidelines
- Follow experiential, transformational learning methods
- The current Transforming Conflict and Facilitating Nonviolence TAFE module syllabuses and Transforming Conflict manual provide the guidelines for these workshops, classes etc.
- The quality of the workshops is variable and depends on a variety of factors like facilitator training and experience, volunteerism of the participants and duration of the workshop
- Most Transforming Conflict facilitators work alone
- **Facilitators can be either paid or not paid, most are paid**
- If the facilitators are paid they would be employed and paid by the sponsoring organisation
- TAFE casual teachers are paid more than \$50 per hour and a common rate for other teachers of Transforming Conflict workshops is \$400 per facilitator per workshop
- AVP(NSW) does not employ facilitators for Transforming Conflict workshops and does not provide insurance
- AVP does not organise Transforming Conflict workshops however we may be involved in recommending experienced AVP facilitators to work with a host organisation
- Workshops can be run any time, for any duration. The TAFE modules cover 16-18 teaching hours
- Transforming Conflict facilitators or teachers may or may not have received AVP or HIP training. Most of the TAFE NSW teachers of Transforming Conflict would have received no AVP training
- When AVP receives a request to run a workshop for an organisation we would normally recommend that they run a Transforming Conflict workshop with AVP facilitators. They then run the workshop for the sponsoring employing organisation
- At the end of each AVP/HIP workshop we invite participants who would like to use the learning activities they have experienced with their class, workplace or hobby organisation (like a scout group) that they are welcome to do so, so long as they do not call their workshop AVP or HIP and do not use Transforming Power or the HIP keys. The assistance we offer interested people is to buy the Transforming Conflict manual or similar books and further training if they wish to participate in the Advanced or T4F workshops or the First Friday.
- For example Seyfi has received another grant to run a weekend youth interfaith workshop in Cronulla for a combination of Cronulla and western Sydney Muslim youth. We have decided that this will be a Transforming Conflict workshop. Seyfi will employ and pay the three facilitators each \$400 and provide the insurance and workshop organisation etc. This will provide the facilitators with more flexibility about the range of learning activities, workshop hours and how to respond to various problems (like participants leaving early or arriving late.)
- For example an Interfaith Youth Group asked AVP to run a weekly youth group for them. We asked who was interested and

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recommended the two interested facilitators. I gather they were employed for one evening a week for three months to facilitate the youth group. I think they used Transforming Conflict interfaith inspired learning activities (which would have been in term inspired by AVP/HIP interfaith learning activities). However this was definitely not an AVP workshop.

In response to an enquiry from AVP-WA about AVP(NSW)'s policy about paying facilitators.

Katherine
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